

GALLUP®

Gallup-Purdue Index

Great Jobs and Great Lives

Grace College

Great Jobs.
Great Lives.
Great Experiences.

Great Jobs: Workplace Engagement

Workplace engagement means employees are intellectually and emotionally connected with their organizations and workgroups because they are able to do what they're best at, they like what they do and they have someone who cares about their development at work. People who are engaged at work are more involved in and enthusiastic about their work.

Given the importance of establishing a course for students to pursue fulfilling and enriching careers, higher education institutions must examine these outcomes critically. Gallup's research also demonstrates that workplace engagement is an important driver of overall well-being, reinforcing the significance of these findings.

Great Lives: Well-Being

Well-being is not only about being happy or wealthy. It is about the interaction and interdependency between many aspects of life such as finding fulfillment in daily work and interactions, having strong social relationships and access to the resources people need, feeling financially secure, being physically healthy and taking part in a true community.

Gallup and Healthways developed the Gallup-Healthways Well-Being 5 View to measure these important aspects.

Great Experiences: Alumni Attachment

The Gallup-Purdue Index uncovers which college experiences and perceptions are related to greater gains in the workplace and in well-being. It measures graduates' current emotional attachment to their alma mater by adapting Gallup's research on customer engagement to assess graduates' perceptions of their colleges — retrospectively, with regard to their undergraduate experiences, as well as their views as current alumni.

Undergraduate Experience

Through linear regression, Gallup examined college experiences that were associated with the greatest likelihood of alumni thriving in well-being and workplace engagement, holding other factors constant. This analysis identified six critical experiences — three related to the kinds of support that students felt in college, and three to experiential learning — that are strongly associated with how graduates fare later in life.

Support	Grace College		GPI National	Indiana Universities
	n Size	%5	%5	%5
My professors at [College name] cared about me as a person.	1,131	57%	28%+	36%+
I had at least one professor at [College name] who made me excited about learning.	1,127	73%	64%+	64%+
While attending [College name], I had a mentor who encouraged me to pursue my goals and dreams.	1,125	28%	22%+	23%
All Three Support Experiences	1,098	24%	14%+	17%+

Experiential Learning	Grace College		GPI National	Indiana Universities
	n Size	%5	%5	%5
While attending [College name], I had an internship or job that allowed me to apply what I was learning in the classroom.	1,130	30%	30%	30%
While attending [College name], I worked on a project that took a semester or more to complete.	1,127	19%	31%+	30%+
I was extremely active in extracurricular activities and organizations while attending [College name].	1,131	31%	19%+	24%+
All Three Experiential Learning Experiences	1,038	6%	6%	4%
All Six Experiences	1,135	4%	3%	2%

Note: Items rated on a five-point scale, where 1 means strongly disagree and 5 means strongly agree.
+ indicates the value is significantly different from Grace College

Alumni Attachment

The Gallup-Purdue Index measures graduates' current emotional attachment to their alma mater by adapting Gallup's research on customer engagement to assess graduates' perceptions of their colleges — retrospectively, with regard to their undergraduate experiences, as well as their views as current alumni.

Gallup explores the connection between alumni and their alma maters by looking at their level of agreement with two questions: “[College name] was the perfect school for people like me” and “I can't imagine a world without [College name].” Graduates who strongly agree with both items are considered “emotionally attached” to their alma mater.

Alumni Attachment	Grace College		GPI National	Indiana Universities
	n Size	%5	%5	%5
[College name] was the perfect school for people like me.	1,131	42%	34%+	42%
I can't imagine a world without [College name].	1,131	26%	26%	35%+
Both Alumni Attachment Experiences	1,095	23%	20%	30%+

Note: Items rated on a five-point scale, where 1 means strongly disagree and 5 means strongly agree.
+ indicates the value is significantly different from Grace College

Well-Being

The Gallup-Healthways Well-Being Index asks a series of questions that gauge well-being in five elements:

- **Purpose Well-Being:** Liking what you do each day and being motivated to achieve your goals
- **Social Well-Being:** Having strong and supportive relationships and love in your life
- **Financial Well-Being:** Effectively managing your economic life to reduce stress and increase security
- **Community Well-Being:** The sense of engagement you have with the areas where you live, liking where you live, and feeling safe and having pride in your community
- **Physical Well-Being:** Having good health and enough energy to get things done on a daily basis

Gallup examines the individual levels of well-being as well as the difficult-to-reach pinnacle of well-being of thriving in all five elements — purpose, social, financial, community and physical.

Well-Being Elements*			
Thriving in...	Grace College	GPI National	Indiana Universities
Five Elements	19%	11%+	11%+
Four Elements	20%	16%+	16%
Three Elements	19%	18%	15%
Two Elements	15%	18%+	23%+
One Element	16%	19%+	20%
Zero Elements	12%	18%+	15%

*Only asked of a subset of alumni and has a lower sample size making the margin of error larger for this item; due to rounding, percentages may sum to 100% +/-1%; + indicates the value is significantly different from Grace College

Well-Being

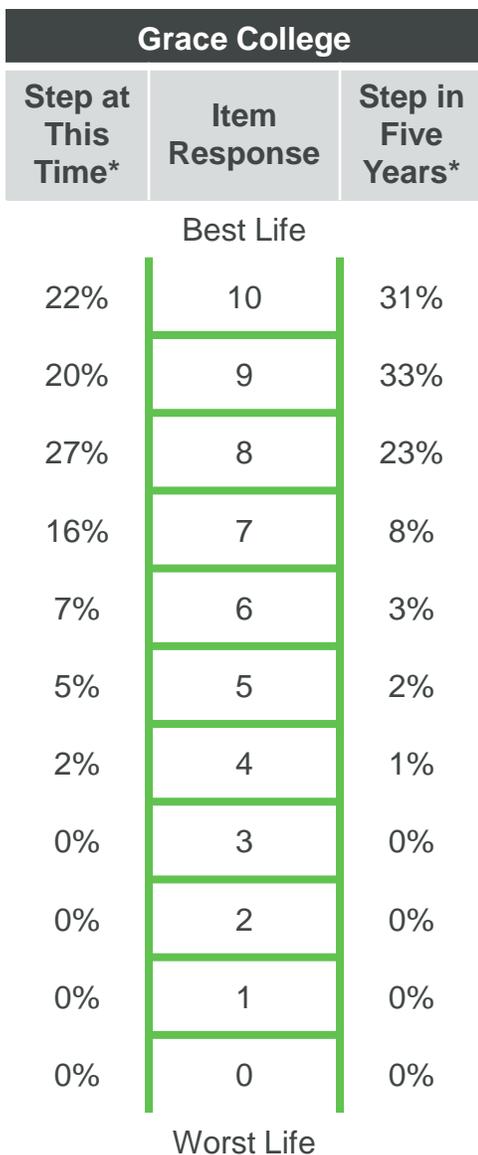
Well-Being Elements*		<<University Name>>		GPI National	Indiana Universities
		n Size	%	%	%
	Purpose Well-Being	1,108			
	Thriving	693	63%	54% ⁺	54%
	Struggling	365	33%	38% ⁺	40%
	Suffering	50	5%	9% ⁺	6%
	Social Well-Being	1,103			
	Thriving	659	60%	50% ⁺	51%
	Struggling	381	35%	40% ⁺	39%
	Suffering	63	6%	10% ⁺	10%
	Financial Well-Being	1,107			
	Thriving	605	55%	44% ⁺	49%
	Struggling	361	33%	37% ⁺	36%
	Suffering	141	13%	19% ⁺	15%
	Community Well-Being	1,062			
	Thriving	616	58%	46% ⁺	44%
	Struggling	362	34%	40% ⁺	44%
	Suffering	84	8%	14% ⁺	12%
	Physical Well-Being	1,113			
	Thriving	468	42%	34% ⁺	35%
	Struggling	568	51%	55% ⁺	57%
	Suffering	77	7%	10% ⁺	8%

*Only asked of a subset of alumni and has a lower sample size making the margin of error larger for this item; due to rounding, percentages may sum to 100% +/-1%; + indicates the value is significantly different from Grace College

Life Evaluation Index

The Cantril Self-Anchoring Scale is based on the following two questions:

1. Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. The top of the ladder represents the best possible life for you, and the bottom of the ladder represents the worst possible life for you. On which step of the ladder would you say you personally feel you stand at this time?
2. On which step do you think you will stand about five years from now?



Mean (Out of 10)			
Step at This Time		Step in Five Years	
On which step of the ladder would you say you personally feel you stand at this time?		On which step of the ladder do you think you will stand about five years from now?	
Grace College	GPI National	Grace College	GPI National
8.05	7.44 ⁺	8.70	8.42 ⁺
N = 1,123	N = 28,015	N = 1,060	N = 27,073

*Due to rounding, percentages may sum to 100% +/-1%.
+ indicates the value is significantly different from Grace College

Employee Engagement

Gallup categorizes workers as Engaged, Not Engaged or Actively Disengaged based on responses to 12 questions that measure elements that best predict employee and workgroup performance.

48%

Engaged

45%

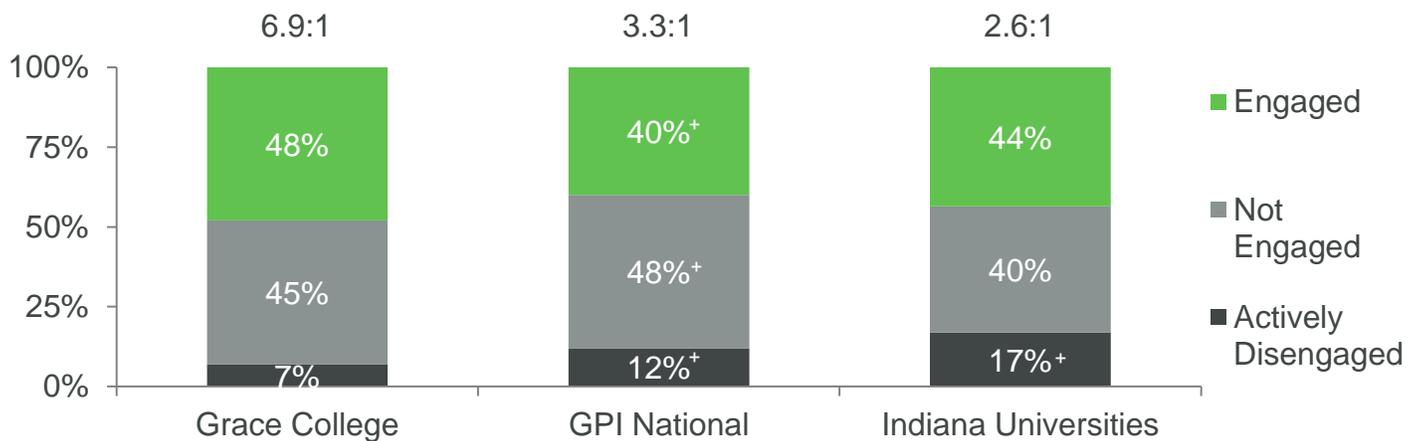
Not Engaged

7%

Actively Disengaged

Engagement Index*

Ratio of Engaged to Actively Disengaged:



Work Fulfillment	Grace College		GPI National	Indiana Universities
	n Size	%5	%5	%5
I am deeply interested in the work that I do.	876	50%	43% ⁺	49%
My job gives me the opportunity to do work that interests me.	875	49%	42% ⁺	46%
I have the ideal job for me.	868	37%	29% ⁺	28%
All Three Work Fulfillment Experiences	843	33%	26%⁺	26%⁺

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer; due to rounding, percentages may sum to 100% +/-1%; Numerical values shown when 5% or higher; Full Engagement Index not calculated when n<100: Engaged shown when n>30; Not Engaged, Actively Disengaged and Ratio shown when n>100

⁺ indicates the value is significantly different from Grace College

Indiana College Value Index

Alumni Who...	%4 (Agree)	%5 (Strongly Agree)
Say they are satisfied with the education they received	44%	38%
Say their education was worth the cost	33%	43%
Took out student loans and say their education was worth the cost	34%	34%
Say they were prepared well for life outside of college	37%	34%
Say they are deeply interested in the work that they do*	28%	50%
Say that their job gives them the opportunity to do work that interests them*	29%	49%
Say that they have the ideal job for them*	29%	37%
Alumni Who...	Yes	
Received help from the university in finding an internship or job while attending (among those who had a job or internship)	47%	
Received help in finding a job after graduation	12%	
Received support outside the classroom that helped them graduate	51%	
Alumni Who...	Fulfilled	
Are fulfilled in their current work*	33%	

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer

National Comparison

For the purposes of this report, data from Grace College are compared with data collected from the national Gallup-Purdue Index study of college graduates. Some differences may exist between the national comparison points included in this report and national estimates that Gallup has previously released because this report focuses on graduates who received their undergraduate degrees from 1950–2015. Comparison groups included in this scorecard are:

- **Gallup-Purdue Index National:** Bachelor's degree holders surveyed via the national Gallup-Purdue Index which includes those who participated in the national study and reported they have a bachelor's degree only from a Title IV degree-granting four-year public, private, for-profit or nonprofit institution in the U.S. as defined by the U.S. Department of Education.
- **Indiana Universities:** Bachelor's degree holders surveyed via the national Gallup-Purdue Index who indicated that they obtained a bachelor's degree from a university located in Indiana.

Methodology

Results for the Grace College study are based on Web surveys conducted January 18–February 16, 2016 with a sample of 1,135 Grace College undergraduate degree alumni. The sample of alumni email addresses was provided by Grace College. Alumni were included in the study if the institution had an email address on file.

Results for the Gallup-Purdue Index, the national study used for comparison purposes, are based on Web surveys conducted December 16, 2014–June 29, 2015, with a random sample of 30,151 respondents with a bachelor's degree or higher, aged 18 and older, with Internet access, living in all 50 U.S. states and the District of Columbia.

The Gallup-Purdue Index sample was recruited via the Gallup Daily tracking survey. The Gallup Daily tracking survey sample includes national adults with a minimum quota of 50% cellphone respondents and 50% landline respondents, with additional minimum quotas by time zone within region. Landline and cellular telephone numbers are selected using RDD methods. Landline respondents are chosen at random within each household on the basis of which member had the most recent birthday. Gallup Daily tracking respondents with a college degree, who agreed to future contact, were invited to take the Gallup-Purdue Index survey online.

Gallup-Purdue Index interviews are conducted via the Web, in English only. Samples are weighted to correct for unequal selection probability and nonresponse. The data are weighted to match national demographics of gender, age, race, Hispanic ethnicity, education and region. Demographic weighting targets are based on the most recent Current Population Survey figures for the aged 18 and older U.S. bachelor's degree or higher population.

Methodology (continued)

All reported margins of sampling error for the Gallup-Purdue Index of all college graduates include the computed design effects for weighting.

For results based on the total sample of those with a bachelor's degree, the margin of sampling error is +/-0.9 percentage point at the 95% confidence level.

For results based on employee engagement of those with a bachelor's degree, the margin of sampling error is +/-1.1 percentage points at the 95% confidence level.

For results based on the sample of those with a bachelor's degree from an institution in Indiana, the margin of sampling error is +/-4.8 percentage points at the 95% confidence level.

For results based on employee engagement of those with a bachelor's degree from an institution in Indiana, the margin of sampling error is +/-6.4 percentage points at the 95% confidence level.

In addition to sampling error, question wording and practical difficulties in conducting surveys can introduce error or bias into the findings of public opinion polls.

Demographics

Grace College		
Alumni	n Size	Mean Age
1950–2015	1,135	48.6

Gender		Retired	
Male	Female	Yes	No
46%	54%	18%	81%

Race				
White	Black	Asian	Hispanic	Other
97%	1%	1%	1%	0%

Marital Status						
Single	Married	Separated	Divorced	Widowed	Domestic Partner	Don't Know
16%	79%	0%	2%	2%	0%	0%

Total Annual Household Income						
<\$12,000	\$12,000–\$35,999	\$36,000–\$59,999	\$60,000–\$119,999	\$120,000–\$239,999	\$240,000+	Don't Know
2%	11%	20%	41%	14%	5%	9%

Total Annual Personal Income						
<\$12,000	\$12,000–\$35,999	\$36,000–\$59,999	\$60,000–\$119,999	\$120,000–\$239,999	\$240,000+	Don't Know
16%	25%	25%	19%	5%	3%	7%

Note: Percentages may not sum to 100% due to the exclusion of "Don't Know" responses; due to rounding, percentages may sum to 100% +/-1%

Appendix

Gallup-Purdue Index: Grace College Item-Level Responses

Are you satisfied or dissatisfied with your personal life today?	
Satisfied	94%
Dissatisfied	5%
Don't Know	2%
Grace College prepared me well for life outside of college.	
%5 – Strongly Agree	34%
%4 – Agree	37%
%3 – Neutral	18%
%2 – Disagree	7%
%1 – Strongly Disagree	4%
Don't Know	0%
Grace College is passionate about the long-term success of its students.	
%5 – Strongly Agree	32%
%4 – Agree	32%
%3 – Neutral	19%
%2 – Disagree	7%
%1 – Strongly Disagree	3%
Don't Know	6%

Note: Due to rounding, percentages may sum to 100% +/-1%.

Appendix (continued)

Gallup-Purdue Index: Grace College Item-Level Responses

I was challenged academically at Grace College.	
%5 – Strongly Agree	39%
%4 – Agree	42%
%3 – Neutral	13%
%2 – Disagree	5%
%1 – Strongly Disagree	1%
Don't Know	0%
My education from Grace College was worth the cost.	
%5 – Strongly Agree	43%
%4 – Agree	33%
%3 – Neutral	14%
%2 – Disagree	6%
%1 – Strongly Disagree	4%
Don't Know	1%
Thinking about your entire college experience at Grace College, about how often did you meet with your academic advisor?	
Never	7%
Once per Academic Year	26%
Twice per Academic Year	37%
Three or More Times per Academic Year	14%
Don't Know	15%

Note: Due to rounding, percentages may sum to 100% +/-1%.

Appendix (continued)

Gallup-Purdue Index: Grace College Item-Level Responses

While attending Grace College...	
Did you participate in NAIA intercollegiate athletics?	24%
Did you participate in intramural sports?	45%
Did you participate in a student club or organization?	71%
Did you have a job or internship?	88%
Did you hold a leadership position in a club/organization?*	46%
Did you participate in a research project with a professor or faculty member?**	19%
Approximately how much money did you borrow in student loans to obtain your undergraduate degree at Grace College?^	
Mean	\$30,518
Median	\$23,703
Approximately how much money did you borrow in student loans to obtain your postgraduate work or degree?^	
Mean	\$48,877
Median	\$26,391

*Such as student government, a fraternity/sorority or athletic team

**This may include a project you participated in as part of a class you took, a thesis project or paper, a research project submitted to a professional conference or a paper submitted to a journal for publication.

^Adjusted to reflect inflated amounts for 2015

Appendix (continued)

Gallup-Purdue Index: Grace College Item-Level Responses

Have you delayed any of the following because of your student loans?	
Getting Married	4%
Having Children	11%
Going Back to School for More Training or Another Degree	21%
Starting Your Own Business	6%
Buying a Car	18%
Buying a Home	19%
Moving Out of Your Parent(s)' Home	9%
On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with your organization as a place to work?*	
%5 – Extremely Satisfied	34%
%4 – Satisfied	43%
%3 – Neutral	16%
%2 – Dissatisfied	5%
%1 – Extremely Dissatisfied	1%
I am deeply interested in the work that I do.*	
%5 – Strongly Agree	50%
%4 – Agree	28%
%3 – Neutral	13%
%2 – Disagree	4%
%1 – Strongly Disagree	3%
Don't Know/Does Not Apply	1%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer.

Appendix (continued)

Indiana-Specific Questions: Grace College Item-Level Responses

My job gives me the opportunity to do work that interests me.*	
%5 – Strongly Agree	49%
%4 – Agree	29%
%3 – Neutral	13%
%2 – Disagree	4%
%1 – Strongly Disagree	3%
Don't Know/Does Not Apply	2%
I have the ideal job for me.*	
%5 – Strongly Agree	37%
%4 – Agree	29%
%3 – Neutral	18%
%2 – Disagree	8%
%1 – Strongly Disagree	7%
Don't Know/Does Not Apply	2%
How closely related is your current work to your undergraduate major(s)?*	
Completely Related	44%
Somewhat Related	34%
Not at All Related	22%
Don't Know	1%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Engagement and Work Fulfillment questions were only asked of alumni who indicated they are employed full-time by an employer; other work-related questions were only asked of alumni who indicated they are employed.

Appendix (continued)

Indiana-Specific Questions: Grace College Item-Level Responses

Was this job or internship <i>related</i> to your field of study at Grace College?*	
Yes	52%
No	46%
Don't Know/Don't Remember	2%
Was this job or internship <i>required</i> for your degree program at Grace College?*	
Yes	22%
No	75%
Don't Know/Don't Remember	3%
Were you paid for this job or internship that you had while attending Grace College?*	
Yes	73%
No	25%
Don't Know/Don't Remember	2%
How did you find that job or internship?*	
Someone at Grace College Helped Me Find Job/Internship	47%
I Found Job/Internship On My Own	46%
Someone Else Outside Grace College Helped Me Find Job/Internship	7%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Job/Internship questions were only asked of alumni who indicated they had a job or internship while attending Grace College.

Appendix (continued)

Indiana-Specific Questions: Grace College Item-Level Responses

In what state was that job or internship that you completed while attending Grace College located?*	
Indiana	88%
Out of State	4%
Outside the United States	3%
Don't Know	2%
No Answer	2%
Did you receive help from any of the following programs or services while attending Grace College? <i>Please select all that apply.</i>	
Mentoring Program	6%
Financial Counseling	18%
Tutoring or Other Academic Counseling	10%
Student Life or Other Campus Community Programs	25%
Other	10%
How helpful was the mentoring program to you while you were attending Grace College?	
Very Helpful	48%
Somewhat Helpful	25%
Neither Helpful/Unhelpful	3%
Somewhat Unhelpful	8%
Very Unhelpful	13%
Don't Know/Does Not Apply	3%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Job/Internship questions were only asked of alumni who indicated they had a job or internship while attending Grace College.

Appendix (continued)

Indiana-Specific Questions: Grace College Item-Level Responses

How helpful was the financial counseling program to you while you were attending Grace College?	
Very Helpful	27%
Somewhat Helpful	36%
Neither Helpful/Unhelpful	6%
Somewhat Unhelpful	14%
Very Unhelpful	14%
Don't Know/Does Not Apply	3%
How helpful were the tutoring or academic counseling programs to you while you were attending Grace College?	
Very Helpful	30%
Somewhat Helpful	28%
Neither Helpful/Unhelpful	6%
Somewhat Unhelpful	15%
Very Unhelpful	19%
Don't Know/Does Not Apply	3%
How helpful were the Student Life or other campus community programs to you while you were attending Grace College?	
Very Helpful	36%
Somewhat Helpful	32%
Neither Helpful/Unhelpful	6%
Somewhat Unhelpful	12%
Very Unhelpful	12%
Don't Know/Does Not Apply	2%

Note: Due to rounding, percentages may sum to 100% +/-1%.

Appendix (continued)

Indiana-Specific Questions: Grace College Item-Level Responses

Did someone at Grace College help find you a job after graduation?	
Yes	12%
No	88%
Was this job with a company that you worked for or interned with while attending Grace College?	
Yes	17%
No	83%
In what state do you currently work?*	
Indiana	42%
Out of State	54%
Outside the United States	3%
Don't Know	0%
No Answer	1%
On a five-point scale, where 5 means extremely satisfied and 1 means extremely dissatisfied, how satisfied are you with the education you received from Grace College?	
%5 – Extremely Satisfied	38%
%4 – Satisfied	44%
%3 – Neutral	13%
%2 – Dissatisfied	4%
%1 – Extremely Dissatisfied	1%
Don't Know/Does Not Apply	0%

Note: Due to rounding, percentages may sum to 100% +/-1%.

*Work-related questions were only asked of alumni who indicated they are employed.

Appendix (continued)

Indiana-Specific Questions: Grace College Item-Level Responses

In what state was the high school where you obtained your high school diploma?	
Indiana	32%
Out of State	64%
Outside the United States	3%
Don't Know	0%
No Answer	0%

Note: Due to rounding, percentages may sum to 100% +/-1%.

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